**FERHAM PRIMARY SCHOOL**

**PERSON SPECIFICATION**

**Post Title:** EYFS Senior Practitioner

**Grade:** BandE

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| --- | --- | --- | --- | --- |
|  | Personal Skills Characteristics | Essential | Desirable | Method of Assessment |
| 1.  1a  1b | Experience  Experience of working in schools  Experience of working as part of a team |  |  | AF/R  AF/R |
| 2.  2a  2b | Qualifications and Training  GCSE passes in English and Maths – Grade C or above (or equivalent)  Willingness to be involved in training |    |  | AF/CQ  AF/I/R |
| 3.  3a  3b  3c  3d  3e | Special Skills and Knowledge  Ability to identify risks within personal objectives  Proven ability to work independently  Ability to liaise effectively with parents by letter, ‘phone or face to face  Ability to liaise effectively with outside agencies  Ability to relate positively to often disengaged students |          |  | AF/I/R  AF/R  AF/R  AF/R  AF/I/R |
| 4.  4a  4b  4c  4d  4e | Personal Qualities  Suitability to work with, and ability to form and maintain appropriate relationships and personal boundaries with children.  A commitment to safeguarding and promoting the welfare of children, young people and/or vulnerable adults  An understanding of and commitment to equal opportunities issues both within the workplace and the community in general.  Conscientious, honest and reliable  Excellent interpersonal skills including:  good negotiating skills  perseverance  initiative |          |  | I/R  AF/I/R  I  R  AF/I/R |

PTO

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Personal Skills Characteristics | Essential | Desirable | Method  of  Assessment |
| 4f  4g  4h  4i | Good administrative skills including use of ICT  Excellent time management skills  Ability to motivate students  Ability to interpret data and set targets |        |  | AF/R  AF/R  AF/I/R  AF/I/R |
| 5.  5a  5b | Personal Circumstances  A DBS check at enhanced level  Exempt from the Rehabilitation of Offenders Act, 1974 (All spent convictions to be declared) |    |  | DBS  AF |
| 6.  6a  6b | Physical Requirements  No serious health problem which is likely to impact upon job performance; (that is, one that cannot be accommodated by reasonable adjustments)  Good sickness/attendance record in current/previous employment, college or school as appropriate, (not including absences resulting from disability) |    |  | I/R  I/R |

Key: AF - Application Form I - Interview R - References

CQ - Certificate of Qualification OT - Occupational Test

This specification has been prepared in accordance with the requirements of the Council’s Equal Opportunities in Employment Policy.

We undertake to make any ‘reasonable adjustments’ to a job or workplace to counteract any disadvantages a disabled person may have.

In the event of a large number of applicants meeting the essential criteria, desirable criteria or occupational testing may be used as a further shortlisting tool.

Disabled applicants who meet the essential shortlisting criteria will be guaranteed an interview.